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# **Improving the Navy's Workforce: Identifying Opportunities to Move Billets Ashore**

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# Simplified Summary

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- Task
  - Identify afloat billets that could be replaced or moved ashore with technology
- Methodology
  - SMEs identify candidate tasks from JTA
  - Calculate hours involved in each task from Sailor surveys and translate into manyears
  - Calculate savings



# Is This Effort Unique?

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- Studies to reduce manning are not new

VADM Tracey asked CNAC to perform this research because...

- Our approach is based on new information.
- No other effort allowed such granularity – including time spent on each task.
- It is a unique way of capturing total manpower.

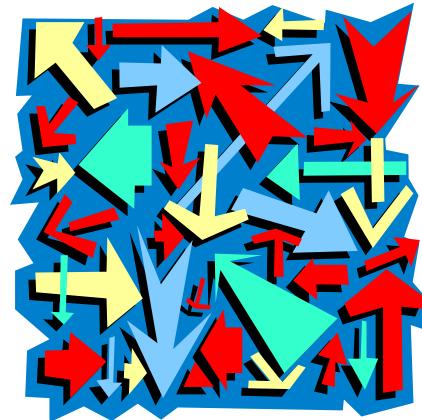
# Step One: Identify Ratings/Job

## ~~Families~~

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- Narrowed down the list of ratings/job families
  - Only those in ship's company (no squadrons, Seabees)
  - Eliminated those with small BA by rating/NEC (HMs, fuel handlers)
  - Ruled out those with specialized skills (special warfare, divers)
- Left with 25 ratings, 2 job families (Counselor, 3M)

## Step Two: Identify SMEs



Includes SYSCOMS,  
COMNAVSECGRU,  
N00T, N13,  
Centers,  
HPC



# Step 3 - Part I: Send Out

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## Tasks

- Evaluation of tasks from JTAs were sent to:  
NAVAIR, NAVSUP, NAVSEA, COMNAVSECGRU, N13
  - ABF, AG, AN, AZ, BM, CTA, CTO, CTR, FN, IT, LN, MS, PC, QM, SK, SN, TM, 3M
- Responses received from:NATTC Pensacola, N13, COMPACFLT, COMNAVAIRPAC, SUBLANT, NAVSUP, COMLANTFLT, COMPACFLT, COMSUBPAC, COMSUBRON16, TRF Kings Bay
- 24 respondents, 1 WO, 23 Senior enlisted
  - 9 ratings + 3M
- No acquisition experts

# SME Task Review Form

<b>Participant Information</b>	<b>Name</b> <input type="text"/>	<b>Organization</b> <input type="text"/>	<b>Email</b> <input type="text"/>	<b>Phone Number</b> <input type="text"/>
	<b>Task</b>	Task # <input type="text" value="1"/> of 25 Task		
	<b>COMPLETE SPECIAL EVOLUTION CHECKOFF SHEETS</b>			
<b>Survey Questions</b>	<p><b>Task</b></p> <div style="display: flex; justify-content: space-around;"> <div style="width: 33%;"> <p><b>Could this task be replaced through automation or moved ashore in the next five years?</b></p> <p><b>Click on ALL that apply.</b></p> <p><b>Comments:</b> <input type="text"/></p> <p>1. No 2. Yes, could be replaced 3. Yes, could be moved 4. Don't know</p> </div> <div style="width: 33%;"> <p><b>You indicated this task could be replaced.</b></p> <p><b>Which platforms would this affect ?</b></p> <p><b>Click on ALL that apply.</b></p> <p><b>Comments:</b> <input type="text"/></p> <p>1. Cruisers/Destroyers 2. Carrier 3. Amphibious 4. Mine warfare 5. Submarine 6. Auxiliary 7. Don't know</p> </div> <div style="width: 33%;"> <p><b>You indicated this task could be moved.</b></p> <p><b>Which platforms would this affect ?</b></p> <p><b>Click on ALL that apply.</b></p> <p><b>Comments:</b> <input type="text"/></p> <p>1. Cruisers/Destroyers 2. Carrier 3. Amphibious 4. Mine warfare 5. Submarine 6. Auxiliary 7. Don't know</p> </div> </div>			
	<p><b>Next --&gt;</b></p> <p><b>&lt;-- Previous</b></p> <p><b>Finish Session</b></p> <p><b>Cancel Session</b></p>			



# Step 3 - Part II: Analyzing Feedback

- Five ratings have only 1 respondent
- Four ratings have 3 or more respondents
- Challenges
  - Low response rate
  - Sailors responded for platforms they were familiar with
    - “No” doesn’t necessarily mean NO
  - Lack of consensus with multiple respondents
  - Unclear about the meaning of move AND replace for same platform



# Preliminary Results

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Rating/Job Family	Number of Respondents*	Number of Tasks	Move	Replace	Replace and Move	Total	%
3M	1	68	3	3	0	6	9%
ABF-Below Deck	3	314	37	203	1	224	71%
ABF- CVN Flight Deck Operations	2	223	6	113	0	119	53%
ABF-L-Class Flight Deck Operations	2	225	29	94	9	112	50%
AN	1	36	0	9	0	9	25%
CTA	1	208	1	0	10	11	5%
CTO	1	136	19	16	0	35	26%
CTR	1	228	43	5	2	50	22%
MS	3	364	45	72	3	98	27%
PC	3	313	124	61	0	174	56%
SK	6	178	108	47	39	131	74%



# Next Steps

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- Seeking HSI and/or acquisition expert input
- Awaiting deployment of Sailor Task Surveys
  - Questions may ask time spent or frequency of execution
  - Surveys may be by skill objects or by tasks
    - We will need to translate these into the task lists we used
- Results will be used to estimate potential manpower savings

# Questions?





# Method & Timeline

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1. Rating & Job Family selection July 03
2. JTA for each selected Rating and Job Family Aug/Sept 03
3. SME task list review Sept/Oct 03
4. Revision of task list by NAVMAC Current
5. Align task list reviewed by SMEs with NAVMAC task list revisions TBD
6. Sailor task survey Apr/May
7. Analyze all data to identify Billet move opportunities 04  
TBD

We are here